



Special Edition

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Editor Gail Madziar.

A CALL TO ACTION

A major reorganization for the Michigan Department of Corrections is currently underway.

“This reorganization will increase efficiency, improve communication, advance leadership, ensure accountability at all levels and create a management and operational setting that focuses on our very important mission of protecting the public,” said Director Patricia L. Caruso.

As the first step in this aggressive reorganization, the Director has called on Deputy Director Barry McLemore to head a Commission on Risk Assessment and Quality Improvement. This new commission will examine department operations from top to bottom. It will identify areas of potential risk and take decisive steps to reduce—if not eliminate—the risk and make recommendations to the Director on ways to improve the overall quality and function of the MDOC. The commission will be assisted by the department’s Internal Audit Division and will call on nearly 300 graduates of the department’s Leadership Academy for assistance and valuable input.

“I want to know where the next Selepak is. I want every individual in this department to think about the risks that each and every decision they make presents to the public,” said Director Caruso. “We will tap the leadership, ideas, suggestions and recommendations from all layers within the department to improve our commitment to the safety of our citizens. This commission is not just another committee of some kind. It will be the method we use every day to make this agency more effective.”

The position of Administrator of the Office of Audit, Internal Affairs and Litigation will be abolished on June 3. Offices within this administration will be reassigned throughout the department. Additionally, as Administration and Programs Deputy Director Barry McLemore will be reassigned to head the Commission on Risk Assessment and Quality Improvement, offices within this administration will also be reassigned throughout the department.

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REORGANIZATION UNDERWAY

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For the short term, the Office of Audit, Internal Affairs and Litigation and the Administration and Programs Administration have been transferred to the Bureau of Human Resources. Administrator Gary Manns will provide supervisory oversight and make recommendations to the Director by June 1, 2006 on the reassignment of the various offices from these two administrations to other areas of the department.

“The Director has asked me to meet with all of the top managers in the department and the leaders in the affected offices to obtain their input on the final organizational changes. The managers I’ve met with so far are enthusiastic and have expressed a real willingness to adapt,” said Manns. “They have a clear understanding of how these changes will strengthen our organization.”

Today’s changes complement adjustments previously announced by Director Caruso that the Parole Release Unit and the Parole Supervision Unit, which are responsible for processing parole releases and revocations, began reporting directly to the Parole Board effective March 22.

Field Operations Administration Deputy Director Joan Yukins has announced her retirement effective June 1. On March 17, 2006, Parole Board Chairman John Rubitschun was appointed Acting Deputy Director of Field Operations Administration which is responsible for the state’s parole and probation services. The hiring process to fill this vacancy will begin immediately with a goal to have the new Deputy Director in place by June 15.

“These changes within the MDOC will produce an enormously more effective and efficient organization. I will also continue to be forthcoming with the public as they have a right to know how their tax dollars are being spent to fulfill our very important mission of protecting the citizens of Michigan,” said Director Caruso. “I have every confidence in the professionalism and strength of character of corrections employees to persevere throughout this challenging time. Believe me when I say this is serious business and we are not taking this reorganization lightly. We are not going to make knee-jerk reactions or quick decisions that may appease our critics without thinking through the implications. I have an obligation to my staff and to the citizens of this state to ensure public safety through strong and clear leadership,” said Director Caruso.

“I accept this assignment with a clear understanding that it will be demanding, and I appreciate the confidence Director Caruso places in me. I will dedicate my total effort and energy to the success of this reorganization.

In order for us to reduce risk, every employee in the Michigan Department of Corrections must make a determined commitment to get back to the basics and practice the principles of Corrections 101.

I join the Director in her call to action and urge every employee in this department—particularly our leadership graduates—to work with me to identify, reduce and eliminate risks inherent in our important work.”

—Deputy Director Barry McLemore